

ICCW

**SPECIAL
POINTS OF
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Economic Crisis May Have Disproportionate Impact on Women

—by Erin Abrams and Pamela Weinsaft

There is growing concern among some about whether the Bailout Plan was hammered out to quickly without sufficient guarantees to taxpayers and accountability," remarked Linda Basch, Ph.D., President of the National Council for Research on Women. She joins an increasing number of experts on women's economic participation who think that the recently-approved bailout plan might have disproportionately impact working women. "We hope that Congress will go back to the drawing board and come up with a viable plan in a way that will boost the economy and restore market confidence," she continued.

Basch expects the economic downturn will hit poor women and single women-headed households the hardest as women-headed households make up 28.7% of families living in poverty, compared with 13.0% for house-

holds headed by single men. Women are also more likely to be hit harder by the recession and economic instability because they have higher levels of poverty and unemployment, and smaller retirement and pension funds than men. Thus, many women from all walks of life find themselves facing foreclosure, and the government bailout plan does little to address their concerns.

But it's not just poor women who are affected by the economic downturn. According to Sara K. Gould, President/CEO of Ms. Foundation, "Taking into account longstanding pay inequities, insidious barriers to employment, record levels of inflation and ever-increasing childcare expenses, women and their families are struggling to keep up and get by." This includes many highly educated professional women in the middle or upper middle classes, whose income was needed to keep their two-

earner families afloat.

Among the thousands of Wall Streeters losing their jobs are women who fought for respect in the testosterone-fueled arenas of financial analysis or investment banking. For those women in finance, business and law who planned to on-ramp this year, the job market is looking a bit dismal at the moment. Add the women who were temporarily out of the work force in the last year or so, perhaps on maternity leave or to spend more time with small children, and the field is downright saturated with qualified women in a market where positions are likely to be disappearing.

It seems that, like the wage gap, women will bear the disproportionate impact of this bailout and economic crisis, whether they are at the top or towards the bottom of the income chain.

For the complete article, please visit: www.theglasshammer.com/news/2008/10/14/bailout-and-current-economic-crisis-may-have-disproportionate-impact-on-women.

Wear Pink Fridays

ICCW has been working with the Montana Breast and Cervical Cancer Program and the Montana Komen organization in promoting this important women's issue. To bring forth support and awareness, ICCW has designated Fridays, October 24 and 31st as "Wear Pink

Fridays" to encourage state employees to recognize the importance of the work of these two organizations in the Helena area.



For more information about breast and cervical cancer,

please visit <http://www.dphhs.mt.gov/PHSD/cancer-control/Breast&Cerv-index.shtml> and <http://www.komenmontana.org>.

Pink isn't only for women!

Battle Won, But Not the War

— by Barbara A. Bessey

A small group of women and men viewed the film “Iron Jawed Angels” at Carroll College. It was an extraordinary film fueled with emotion. I say this honestly from my heart, the film stirred emotions that ranged from anger, laughter, empathy, shock, pride, and Yes, I even teared. Even if you know the history of the events, the film is such a passionate portrayal of the suffrage movement, you feel gripped and pulled into the moment. Hilary Swank (Alice Paul), Frances O'Connor (Lucy Burns), Julia Ormond (Inez Milholland),

Molly Parker (Emily Leighton — Sen. Leighton's wife), and Anjelica Huston (Carrie Chapman Catt) played their characters with passion and dignity. Brook Smith (Mabel Vernon) and Patrick Dempsey (Ben Weissman), both from *Grey's Anatomy*, were exceptional outside of their normal characters as doctors.

We were fortunate to have in the audience a grandmother (90 years old — 2 years old when the vote was passed), mother, daughter, and grand-daughter.

I encourage anyone who hasn't seen the film, to please do. Our

lending resource library will have the film for check out.

What these brave and courageous women started still isn't finished. Yes, women won the right to vote, but part of the idealism of the right to vote was to create equality between men and women under the constitution.

Women are still a long way from being completely equal with men. The glass ceiling has some cracks in it, but, it hasn't been shattered yet. So, the war hasn't been won. We're still working on it.



WLB in a Changing Economic Climate

— Alicia Anderson

Usually, when we think of work-life balance we automatically picture examples of work encroaching upon our personal time and space. But now, the tables are turning — the scale is tipping. The pressures and stresses of our personal lives are overshadowing our ability to be productive and focused while at work.

Corporations continue to downsize, leaving smaller, heavily taxed workforces. The layoff “survivors” not only have the pressure of keeping the business afloat with fewer resources but must also bear the weight of their personal challenges — retired parents who are worried that their savings will run out well before they planned, rising fuel and food costs, a job today but no guarantee of a job tomorrow, unemployed spouses still searching for employment, children feeling the tension at home as mom and dad argue over which tradeoffs to make, fewer options as banks are tighten up lending practices. In this new work-life balance crisis, triggered by the dramatic shift in our economy, we can't afford to be passive. The emotional and mental

toll can be great and lead to disaster — both personally and professionally. But the right action can ease the pain of it all. What you as a boss can do:

- ◆ *Provide support to your staff* — via a forum, coach, or other resources to help deal with the real issues individuals are facing daily
- ◆ *Be flexible* — without crossing an ethical line, loosen up on some of the rules such as requiring employees to be in the office 5 days a week
- ◆ *Strategize and clearly communicate the company priorities* — focus on the big hitters — the most important activities the company needs to engage in and cancel the rest

What you as an employee can do:

- ◆ *Be honest* — take an honest look at how you are spending your money and energy, your unhealthy habits, or anything else you are involved in that is counterproductive. Get rid of sources of stress and any wasteful behavior.
- ◆ *Hold on* — Identify what you are unwilling to give up, then make adjustments to support this commitment. Don't let life rob you of what you really value. Protect it.

- ◆ *Let go* — inevitably, something is going to have to give. Maybe it's eating out, shopping, or luxuries. In order to protect what's really important, you will need to make tradeoffs.
- ◆ *Reach out to your support system* — Make a pact with a friend or group of friends and touch bases on where you are with areas you've identified as needing changes, then hold each other accountable.
- ◆ *Get Grounded* — Think back to your childhood or other happy times in your life and identify where your true strength lies. Is it in your faith in a higher power? Is it in your relationships? Is it in being close to nature? Is it in doing something you love? Is it in giving to other people? I doubt that it was in your net worth or job title. Return to that place and way of thinking and reconnect with the source of your strength and hope.

How we view the changes in the global markets and our economy will determine how we come out of this. You can maintain your balance and sanity. Companies can maintain their profitability and a motivated staff. We must choose to be proactive and adapt.

“Think back to your childhood or other happy times in your life and identify where your true strength lies.”

— Alicia Anderson

Source: www.theglasshammer.com/news/2008/10/14/work-life-balance-in-a-changing-economic-climate



Your Right
Your Duty

“It is only by introducing the young to great literature, drama, and music, and to the excitement of great science that we open to them the possibilities that lie within the human spirit — enable them to see visions and dream dreams.

— Eric Anderson

Election Day

Election day is quickly approaching, Tuesday, November 4, 2008. I am sure most everyone has been following most of the contested races — state and national. The Election Office in Lewis & Clark County is anticipating a record number of absentee votes coming in, as well as, voters taking advantage of early voting privileges.

The Election Office may actually welcome some assistance from registered voters to volunteer to

be an Election Judge. Several precincts in Lewis and Clark County were actually short handed during the primaries in June.

Also, do not forget that the Secretary of State's Office has a Voter Registration Status and Poling Locator Service at <http://app.mt.gov/voterinfo/>. You may use this service to find out if you are registered to vote, where



you are registered to vote, and the location of your polling place for any upcoming elections.

Montana Women Vote has prepared an informative brochure:

2008 Voter Guide that discusses the races and ballot initiatives. Contact them at : 2525 Palmer Street, Suite 1, Missoula, MT 59808, (406) 543-3550 ext. 214 or www.montanawomenvote.org.

“Make a Little Dream Come True”

ICCW is once again sponsoring a Brown Bag Lunch presentation with Big Brothers Big Sisters of Helena. For over 40 years Big Brothers Big Sisters of Helena has been the leader in one-to-one youth mentoring with proven success in creating positive friendships that benefit children, volunteers, families, schools, neighborhoods, and the community. IT WORKS! BBBS is a best practice approach to prevention which means it has been scientifically evaluated and proven effective. A

study conducted by Public/Private Ventures determined that compared to their peers, children and young adolescents matched with a Big Brother or Big Sister are:

- * 46% less likely to begin using drugs
- * 27% less likely to begin drinking
- * 55% less likely to skip school
- * 33% less likely to have violent confrontations

Presentations will be held in two locations:

Thursday, December 3, 2008 at 12:00 Noon at the Sanders Auditorium; and

Friday, December 4, 2008 at 12:00 Noon at the Lewis and Clark Library Conference Room.

The presentations will be provided by Greg King, Director of Development.



Big Brothers Big Sisters

Little Moments. Big Magic.™

Training Resources

ICCW has recently added the DVD, “Iron Jawed Angels” to its lending library. In last month's issue of Free Speech see the story behind the movie.

Other training materials that are available for check out:

The Art of Being Assertive: Become Positive, Effective & Successful — The Assertive Way (6 Audio CDs). Ever feel like people don't really hear what

you're saying . . . don't respect your ideas and opinions . . . and overlook your contributions?

Assertiveness, not aggressiveness, is the way to getting heard, earning respect and being recognized and rewarded for your strengths. Assertiveness is speaking up for yourself and getting your opinions heard, while being fair and respectful to others. Here's what you will learn:

Overcome the fear factor, and become self-assured, confident and in control; how to understand and protect your “assertiveness rights”; and how to control others' perceptions of you; how to identify subconscious behaviors that work against you; to name a few.

For a complete list of training resources and check out instructions please visit our web site.



<http://www.mdt.mt.gov/iccw/resourses.shtml>

ICCW

INTERAGENCY COMMITTEE FOR CHANGE BY WOMEN

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Creating positive change for all state employees by promoting the full participation of women in state government.



Tentative Schedule for 2008-2009
1:30 PM to 3:00 PM
(subject to change)

November 20, 2008	DLI/WSB, Rm 104
December 18, 2008	FWP, 1st Floor
January 22, 2009	DPHHS, Rm 107 (Sanders Bldg)
February 19, 2009	DLI/WSB, Rm 104
March 19, 2009	Mitchell, Rm 136
April 16, 2009	FWP, 1st Floor
May 21, 2009 (ELA Ceremony)	Capitol, Rm 303
June 18, 2009	Capitol ????

General Meetings will occur for the first 30 minutes of business. Subcommittee meetings will occur for the remaining 1 hour. Please make plans to attend the 1 1/2 hour session.

Be a Productivity Role Model

Please forward stories or thoughts to bbessey@mt.gov

— by Laura Stack

Have you ever taken an honest look at how you are perceived around the office? Your behavior, attitude, and reputation play a huge role in how you interact with coworkers and subordinates. Others may listen to you because of your job title, but, if that's the only reason, you have a serious problem on your hands.

Do you have a reputation of exceptional organization, follow-up, and time management? Or do people dread sending you an e-mail, because they know there's a slim chance that they'll ever hear back? Is your desk a black hole, where papers and requests go in, but never come out?

The bottom line is that to be an effective leader and coworker, you need to be a good role model that others will choose to emulate. Your employees and coworkers might pay

attention to what you say, but they'll ALWAYS pay attention to what you do. You're a role model—good or bad—through your image.

Are you the bottleneck? The only thing worse than the person at the office who seems to do nothing is the person who tries to do everything. Say it with me folks, "I can't do it all." The sooner you come to terms with that troublesome fact, the better off you'll be. In pursuit of being the undisputed office superstar, you may in fact be buried. The more you try to do everything, the less able you are to do anything.

Do you micromanage? You have a staff at your disposal . . . so why are you still doing everything yourself? The best thing you can do as a manager is to put people in place whom you can trust—and then trust them. There will always be some things that

absolutely need to be done a certain way and kept to a certain standard. These are the tasks and priorities that you should keep a close watch on to ensure that they are completed.

Is your schedule realistic? Take a look at your schedule for this week. Are you booked solid, running from one meeting to the next all day every day?

What are your other productivity demons? Everyone has their downfalls, and the ones discussed above are just a starting point. Take a good, hard look at yourself and come up with a fair assessment of the impression you give others at the office. This is no time to tell little white lies or shy away from the truth. The only way to fix the problem is to tackle the issue head on.

For the complete article, please visit:
www.theglasshammer.com/news/2008/be-a-productivity-role-model